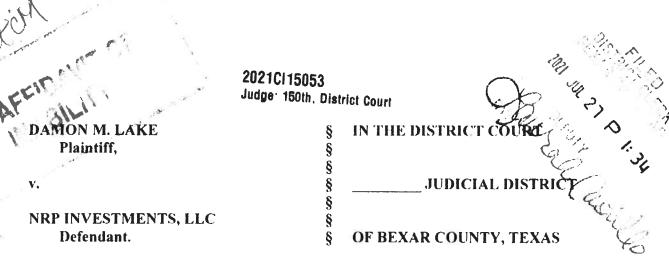
EXHIBIT 1

Case 5:21-cv-00865-XR Document 1-1 Filed 09/13/21 Page 2 of 15 Bexar County District Clerk

CASE SUMMARY CASE NO. 2021CI15053

	CASE N	vo. 2021CI1	5053	
DAMON M I	LAKE VS NRP INVESTMENTS LLC	Ü Ü Ü Ü	Judicial Officer:	150th District Court 150th, District Court 07/27/2021
	Cas	e Informatio	Y .	
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			Case Status:	07/27/2021 Pending
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Plaintiff	LAKE, DAMON M 323 E CARSON ST APT 8 SAN ANTONIO, TX 78208			Pro So 323 E CARSON ST APT 8
Defendant	NRP INVESTMENTS LLC 200 CONCORD PLAZA 900 SAN ANTONIO, TX 78216			SAN ANTONIO, TX 78208
DATE	EVENTS & (ORDERS OF THE	Court	
	EVENTS			
07/27/2021	EVENTS New Cases Filed (OCA)			
07/27/2021	PETITION			
07/27/2021	STATEMENT OF INABILITY TO AI	FFORD PAYME	ENT OF COURT COST	S
07/27/2021	ACKNOWLEDGMENT OF PROPRIA	A PERSONA PA	ARTY	
07/27/2021	REQUEST FOR SERVICE AND PRO	OCESS		
08/20/2021	RETURN OF SERVICE - SUCCESSF Party: Defendant NRP INVESTMENT			
08/16/2021	SERVICE Citation Certified Mail NRP INVESTMENTS LLC Issued Anticipated Server: United States Postal Se Actual Server: United States Postal Service			
08/18/2021	Return Date/Time: 08/20/2021 Citation Certified Mail NRP INVESTMENTS LLC s	served		
DATE	F	INANCIAL INFO	DRMATION	
	Plaintiff LAKE, DAMON M Total Charges Total Payments and Credits Balance Due as of \$\frac{\theta}{9}/13/2021			380.00 380.00 0.00



PLAINTIFF'S ORIGINAL PETITION

TO THE HONORABLE JUDGE OF SAID COURT:

NOW COMES DAMON M. LAKE, hereinafter called Plaintiff, complaining of and about NRP INVESTMENTS, LLC, hereinafter called Defendant, for race discrimination, sex discrimination, and retaliation under 42 U.S.C. § 2000e, the Civil Rights Act of 1964, as amended (Title VII), 42 U.S.C. §1981 (Section 1981), as amended by the Civil Rights Act of 1991, and shows unto the Court the following:

DISCOVERY CONTROL PLAN LEVEL

1. Plaintiff intends that discovery be conducted under Discovery Level 2.

PARTIES AND SERVICE

- 2. Plaintiff. DAMON M. LAKE, is an Individual whose address is 323 E. Carson St. 78221. The last three numbers of DAMON M. LAKE's driver's license number are 434. DAMON M. LAKE has not been issued a social security number.
- 3. Defendant NRP, INVESTMENTS LLC, a Limited Liability Company with offices in Texas. in good standing with the Texas Secretary of State but no listed registered agent. Defendant may be served with process by serving the representative of said company, 200 Concord Plaza Drive Ste. 900 San Antonio. 78216. Service of said Defendant as described above can be effected by personal delivery.

JURISDICTION AND VENUE

- 4. Jurisdiction is invoked pursuant to Rule 97(a) of the Texas Rules of Civil Procedure. All conditions precedent to bringing this lawsuit have been met. Lake filed a Charge of Discrimination with the U.S. Equal Opportunity Commission (EEOC) on October 15, 2020. (See Exhibit A). The EEOC conducted an investigation and issues a Right to Sue Notice dated 4/29/21. (See Exhibit B). Lake now timely files this lawsuit.
- Declaratory, injunctive, and equitable relief is sought pursuant to Section 1981 and
 Title VII.
- 6. Compensatory, liquidated, and punitive damages are sought pursuant to Section 1981 and Title VII.
 - 7. Costs may be awarded pursuant to Section 1981 and Title VII.
 - 8. This court has jurisdiction over the parties because Defendant is a Texas resident.
- 9. Venue in Bexar County is proper in this cause under Section 15.002(a)(1) of the Texas Civil Practice and Remedies Code because all or a substantial part of the events or omissions giving rise to this lawsuit occurred in this county.

FACTS

10. Lake was employed by Defendant on or about December 2019 as an assistant community manager for the Stella Apartments in San Antonion, Texas. After being hired, he was informed by the hiring manager, Damien Threets, that he would be joining the "Bad Girls Club" but to hang in there because he would likely be promoted from assistant manager soon. Within his first few days of work, he realized what Threets meant by the previous statement. He was the only male employee assigned to the Stella Apartments and there were approximately five other employees, all females. He believes that he was assigned to the Stella Apartments because he is a

black male and many of the residents and applicants to become residents are black. Lake was told by one of the employees that "we ladies stick together" and that he would need to look out for himself. He was not properly trained on how to process applications which made him ineligible for monthly bonuses. The other assistant manager was given all of the applications to process thus receiving all of the financial benefits from doing so. He was also omitted from birthday celebrations despite the recognition of all other employees being celebrated for their birthdays. On another instance, he was called a "bitch" by one of the employees and in the presence of other employees because he mispronounced a word. He reported this to his supervisor, April Mata. without recourse. He was also reprimanded and given written write-ups while other employees who had the same misjudgments were not reprimanded. He filed a complaint with HR for discrimination based on his race (black) and his sex (male) and was immediately reprimanded for doing so by his immediate supervisor. April Mata. He was further taunted by a corporate training representative who said, "please don't file a HR complaint on me, too" while he was registering for a training. Finally, he was terminated in June 2020 unfairly for a situation with a highly confrontational applicant whose rental application had been denied. He was taunted by the allfemale staff and called a "bitch" again after being terminated.

RACE DISCRIMINATION

11. Defendant, NRP INVESTMENTS, LLC, intentionally engaged in unlawful employment practices involving Plaintiff because of his race.

SEX DISCRIMINATION

12. Defendant. NRP INVESTMENTS, LLC, intentionally engaged in unlawful employment practices involving Plaintiff because he is a male.

DISCRIMINATION

- 13. Defendant, NRP INVESTMENTS, LLC, discriminated against Plaintiff in connection with the compensation, terms, conditions and privileges of employment or limited, segregated, or classified Plaintiff in a manner that would deprive or tend to deprive him of any employment opportunity or adversely affect his status because of Plaintiff's race and sex in violation of Section 1981 and Title VII.
- 14. Defendant, NRP INVESTMENTS, LLC, classified Plaintiff in a manner that deprived him of an equal employment opportunity that was provided to employees similarly situated in violation of Section 1981 and Title VII.
- 15. Plaintiff alleges that Defendant, NRP INVESTMENTS, LLC, discriminated against Plaintiff on the basis of race and sex with malice or with reckless indifference to the protected rights of Plaintiff.

RETALIATION BY NRP INVESTMENTS, LLC

16. Plaintiff alleges that Defendant NRP INVESTMENTS, LLC, instituted a campaign of retaliation which included calling him names, failing to properly train him, and giving him verbal and written reprimands. This retaliation was and is due to Plaintiff exercising his rights by filing a complaint to HR. Plaintiff suffered damages for which Plaintiff herein sues.

DEMAND FOR JURY TRIAL

17. Lake demands a jury trial.

PRAYER FOR RELIEF

- 18. WHEREFORE, Plaintiff. DAMON M. LAKE, respectfully prays that this Court:
- a. declare the conduct engaged in by Defendant be in violation of Lake's rights;
- b. enter judgment against Defendant:
- c. enjoin Defendant from engaging in such conduct:

- d. reinstate Lake and in lieu of reinstatement, order front salary and benefits:
- e. award Lake equitable relief of back salary and fringe benefits up to the date of termination and prejudgment interest for that entire period, or front salary, and benefits accrual;
- f. award Lake compensatory and punitive damages of \$1,000,000.00;
- g. award Lake costs and attorney's fees should he hire an attorney later; and
- h. grant such other relief as it may deem just and proper.

Respectfully submitted.

Bv: 🖺

DAMON M. LAKE

Pro Se Plaintiff

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2021CI15053

Cause No

Judge: 150th. District Court

A CONTRACTOR OF THE PARTY OF TH I have received, read and understand all of the Pro Se Hearing Guidelines. I agree to abide by these guidelines and understand that my failure to do so may result in degreese action against me, that I may be asked to leave the Courtroom, or that I may not receive the relief I am seeking.

If the opposing party will sign a **Waiver of Citation**, it is only valid if the notarized signature is dated at least one (1) day after the date the **Original Petition for Divorce** is filed.

If I am filing for a divorce or for a change in custody, and my spouse and I care for minor-age children. I will take the required class, "Helping Children Cope with Divorce", before asking the court to enter a final Order or Decree. I understand that my divorce will not be granted without presenting the certificate of completion.

I understand that I may hire an attorney to represent me or, if I meet certain requirements, I may be entitled to free counsel. By choosing to voluntarily represent myself, I am now proceeding Pro Sc. I will receive no special favors, assistance, or advice from the Judge. judicial staff, or clerks as they cannot and do not represent either party in the litigation. I will be expected to comply with all relevant rules of procedural, evidentiary, and substantive law. I understand that the filing and service fees are not refundable under any circumstance.

Signature of Pro Se Litigant

07/27/21

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Cause 2021CI15053

Judge: 160th, District Court

District Court:

MARY ANGIE GARCIA Bexar County District Clerk

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DAMON M LAKE VS NRP INVESTMENTS LLC

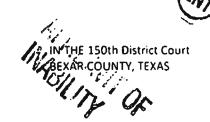
NRP, INVESTMENTS LLC 200 CONCORD PLAZA STE 900 SAN ANTONIO, TX 78216

(Note: Attached Document May Contain Additional Litigants.)

"THE STATE OF TEXAS"

DIRECTED TO:

CITATION



"You have been sued. You may employ an attorney. If you or your attorney do not file a written answer with the clerk who issued this citation by 10:00am on the Monday next following the expiration of twenty days after you were served this Citation and Petition, a default judgment may be taken against you. In addition to filing a written answer with the clerk, you may be required to make initial disclosures to the other parties of this suit. These disclosures generally must be made no later than 30 days after you file your answer with the clerk. Find out more at TexasLawHelp.org." Said ORIGINAL PETITION was filed on this the 27th day of July, 2021

ISSUED UNDER MY HAND AND SEAL OF SAID COURT 16TH DAY OF AUGUST, 2021.

DAMON M LAKE

PRO-SE

323 E CARSON ST APT 8 SAN ANTONIO TX 78208



Mary Angie Garcia **Bexar County District Clerk** 101 W. Nueva, Suite 217 San Antonio, Texas 78205

By: Isl Ana Cortiso

Ana Cortijo, Deputy

DAMON M LAKE VS NRP INVESTMENTS LLC

Officer's Return

Case Number: 2021CI15053 Court: 150th District Court

Fame to hand on the 16th day of August, 2021, at 4:17 PM and EXECUTED (NOT EXECUTED TO EXE	b) by CERTIFIED MAIL, on the $\sqrt{\frac{87}{2}}$ day ofat 200 CONCORD PLAZA STE 900
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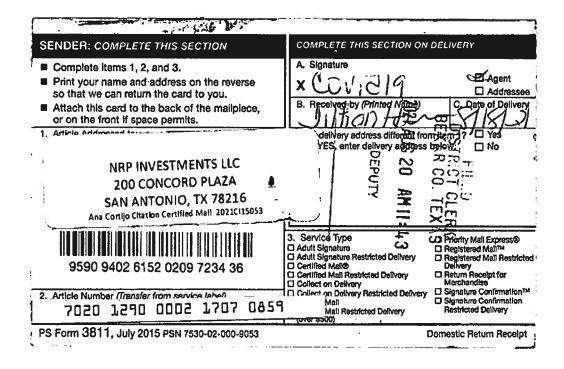


Mary Angie Garcia **Bexar County District Clerk** 101 W. Nueva, Suite 217 San Antonio, Texas 78205

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Case Number: 2021CI15053

DAMON M LAKE VS NRP INVESTMENTS LLC

(Note: Attached Document May Contain Additional Litigants.)

IN THE 150th District Court BEXAR COUNTY, TEXAS

CITATION

"THE STATE OF TEXAS"

DIRECTED TO:

NRP, INVESTMENTS LLC 200 CONCORD PLAZA STE 900 SAN ANTONIO, TX 78216

"You have been sued. You may employ an attorney. If you or your attorney do not file a written answer with the clerk who issued this citation by 10:00am on the Monday next following the expiration of twenty days after you were served this Citation and Petition, a default judgment may be taken against you. In addition to filing a written answer with the clerk, you may be required to make initial disclosures to the other parties of this suit. These disclosures generally must be made no later than 30 days after you file your answer with the clerk. Find out more at TexasLawHelp.org." Said ORIGINAL PETITION was filed on this the 27th day of July, 2021

ISSUED UNDER MY HAND AND SEAL OF SAID COURT 16TH DAY OF AUGUST, 2021.

DAMON M LAKE

PRO-SE 323 E CARSON ST APT 8 SAN ANTONIO TX 78208



Mary Angie Garcia Bexar County District Clerk 101 W. Nueva, Suite 217 San Antonio, Texas 78205

By: /s/ Ana Cortijo
Ana Cortijo, Deputy

DAMON M LAKE VS NRP INVESTMENTS LLC	Officer's Return	Case Number: 2021CI15053
		Court: 150th District Court
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SAN ANTONIO, TX 78216 a true copy of this CITATI	ON, upon which I endorsed that date o	f delivery, together with the accompanying copy of the
CITATION with ORIGINAL PETITION.		
Cause of failure to execute this is		



Mary Angie Garcia Bexar County District Clerk 101 W. Nueva, Suite 217 San Antonio, Texas 78205

By: /s/ <u>Ana Cortijo</u>
Ana Cortijo, Deputy